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Analysis of women's response towards enjoyment and occupational stress level in private and public sector at the time of work in Allahabad district

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Abstract

Stress is considered as the harmful physical and emotional response that occurs when there is a poor match between job demands and capabilities, resources and needs of the employees. Stress is stated as the independent variable while job satisfaction as independent variable. Public (government) and private sector (Educational institution, Hospitals, Banks, shopping complex) is located in Allahabad district were investigated and it was carried out on a sample of 120 women employees. Simple random sampling was applied to select a representative sample. A pre structured questionnaire was used to collect data, t-test were used to test the research hypothesis. Researcher found that private sector women employees have high level of stress in comparison of public (government) sector women employees but they were more satisfied with their working environment and condition in comparison of public sector women employees. Study confirmed that stress is significantly correlated with job satisfaction. It can be concluded that too much of job stress leads to have low level of job satisfaction and low level of stress leads to have high level of job satisfaction.

Keywords: Stress, women employees, private sector, public sector

Introduction

Women are key players in the overall development of country by creating jobs, innovation, and overall well-being of family members and by frequently focusing on businesses that contribute to developing new products and services. Nowadays they are coming out of their comfort zone and are coming out of their comfort zone and are adaptation or stressing complications for many women due to the demands of their fields. Women who are stressed are also more likely to be unhealthy, poorly opting for more public and private sector work. Those days are gone when women were allowed only for the household works in our society. Due to urbanization and rapid development women folks are opting for many payable jobs in today's culture. Working environments pose motivated less productive and not safe at work have the negative effect on job satisfaction. Stress is a term basically originated from physical science where it means, the force placed upon an object to cause damage, bending or breaking. In case of human beings, stress is often used to describe the body's responses to demands placed upon it, whether these demands are favorable or unfavorable. In the past, before 40 years the women's major role was only being wife and mother. After 1960's the scenario has been changed. As they are well aware about the inter role conflicts, they are dynamically managing their work place and family. Women have made progress by taking on new roles in the workplace (Rajasekhar *et al.*, 2013) ^[5]. Female working employees in private and public organizations have different work culture and work environment. It is considered that the public sector have better financial security and considered as stable job. In comparison to this, the private sector jobs are more demanding as far as performance is concern. The working environment and factors like job-security, salary, leaves and responsibilities, job protection and several other factors are at different intensity for private and public sector working female. Stress up to the moderate level is needed for motivation but stress above it can affect the physical and mental wellbeing of the employees (Chothani, 2015) ^[4]. However, the main aim of this research paper is to study and compare the level of occupational stress of the women employees of the private and government organization.

Objective

- To identify the stress faced by women serving in private and public (government) sectors.
- To analyze the enjoyment level of women employees in private and public (government) sector.

Materials and Methods

A total of 120 samples comprising of 60 working women from private sector and 60 from Public sector were selected through stratified random sampling method for the study from Allahabad city during the period of January 2017 to May 2017. In the present study, a pre-structured questionnaire was used to access the stress and enjoyment level of working women of public (government sector) and private sector. The collected data

was tabulated and analyzed with the help of statistical techniques.

Private sector

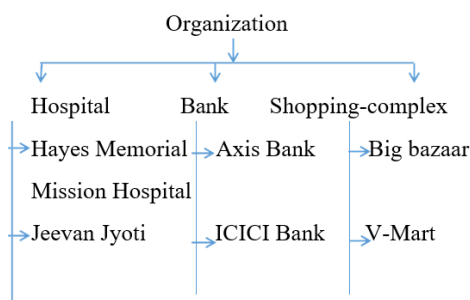


Table 1: Distribution of respondents according to the response towards enjoyment level at the time

S. no	Response n towards Enjoyment at the time of work	Private (F) n= 60	Private %	Public (F) n= 60	Public %	Total (F) N= 120	Total %
1	Yes	52	86.66	56	93.33	108	90
2	No	08	13.33	04	06.66	12	10

Table 2: Distribution of respondents according to the response towards stress during current job

S. no	Response towards feel any stress in job	Private (F) n=60	Private %	Public (F) n=60	Public %	Total (F) N= 120	Total %
1	Yes	34	56.66	28	46.66	62	51.66
2	No	26	43.33	32	64	58	48.33

The Table 4.4 indicates stress level of women employees with their current job. The results revealed that majority of women employees were having stress in their job. It is clear from the table that 51.66 percent women employees gave response towards stress in their job and 48.33 percent women were not having any type of stress with their job.

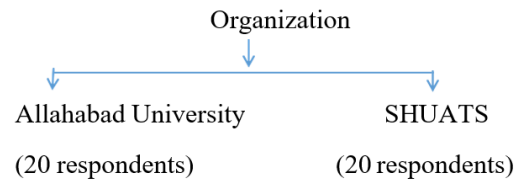
While comparing the data between public and private, it can be said that in private sector 56.66 percent women were having stress in their job and 43.33 percent were not stressed and in public sector 46.66 percent women were stressed with their current job and 64 percent were not stressed with their current job.

Conclusion

The study was carried out with the purpose to inspect the effect of stress on the women employees in public and private sector. Stress was taken as independent variable while job satisfaction as independent variables. Public and private sector were taken for the study and this was conducted on a sample of 120 women respondents.

The study reveals that public sector women employees were more enjoyed and their occupational stress level is low in

Public sector



Results and Discussion

The result of the objectives which were set for the study derived through the use of required methodology and standards tools have been presented.

Table.1 Distribution of respondents according to the response towards enjoyment level at the time

Table 1 indicates the frequency and percentage distribution of Allahabad women employees according to their enjoyment level at the time of job. It is clear from the table that majority of 90 percent women employees had good level

Of enjoyment at their job while 10 percent women were not enjoying at the time of work.

It can be concluded that majority of the of the respondents are enjoying their work are from public sector because for achieving a positive work life women employees plan their professional and personal schedule well in advance by using their talents engaging them in challenging projects and creating a friendly and respectful environment with low stress at workplace.

comparison of private sector women employees.

It was found in the results that stress related factors are negatively associated with the employees' productivity with different intensities. The research indicated as increased in these contributors happened job stress was increased, which affected the employees' physically, behaviorally and psychologically as well. In turn, with increased job stress, employees' productivity decreased.

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